

**FYE 16 Pay Plan**  
**Annual Pay Ranges by Position**

<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Accounts Payable Technician	29936	42624	Finance
Administrative Technician II (A)	29936	42624	Planning/Public Works/Utilities/Police
Administrative Technician II (NU)	31049	44209	Police
Administrative Technician III (A)	33635	47891	Municipal Court/Public Works/Utilities/Police/Fire
Administrative Technician III(NU)	34887	49675	City Clerk/Police City Clerk/Municipal Court/Finance/HR/Planning/IT
Administrative Technician IV	39571	56342	Public Works/Utilities/Police/Fire/Parks and Recreation
Animal Welfare Officer	38149	54317	Police
Animal Welfare Supervisor	45303	64504	Police
Assistant City Attorney I	60497	86139	Legal
Assistant City Attorney II	76211	108513	Legal
Assistant City Attorney III	83831	119363	Legal
Assistant Fire Chief	76887	109475	Fire
Assistant Golf Professional II	42339	60285	Parks and Recreation
Auto Service Technician	31731	45179	Public Works
Benefits Specialist	48473	69018	Human Resources
Budget Manager	60497	86139	Finance
Building Inspector	51867	73851	Planning
Capital Projects Engineer	76211	108513	Public Works/Utilities
Capital Projects Manager	83831	119363	Public Works
CDGB/Grants Manager	65337	93029	Planning
Chief Accountant	83831	119363	Finance
Chief Communications Officer	60497	86139	City Manager
Chief Deputy Court Clerk	48473	69018	Municipal Court
City Attorney	100511	143113	Legal
City Clerk	80046	113973	City Clerk
City Engineer	92213	131298	Public Works
City Manager (appointed)		170000	City Manager
City Surveyor	50006	71200	Public Works
Code Compliance Inspector	38149	54317	Planning
Code Compliance Supervisor	48473	69018	Planning
Communication Systems Manager	65337	93029	Police
Communications Officer I	29936	42624	Police

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<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Communications Officer II	35652	50766	Police
Communications Supervisor	48473	69018	Police
Compensation Specialist	48473	69018	Human Resources
Computer Programmer	51867	73851	Information Technology
Construction Inspector	50006	71200	Public Works
Court Administrator/Clerk	72769	103612	Municipal Court
Crew Chief	43675	62187	Public Works/Utilities/Parks and Recreation
Crime Analyst	56171	79980	Police
Crime Analyst I (NU)	39571	56342	Police
Crime Analyst II	51867	73851	Police
Custodial Coordinator	33635	47891	City Clerk
Custodian	28241	40213	City Clerk
Custodian (Part-time)	11176	15914	Utilities/Parks and Recreation
Customer Account Specialist	38149	54317	Finance
Customer Service Rep I	29936	42624	Finance
Customer Service Supervisor	48473	69018	Finance
Deputy City Clerk	42339	60285	City Clerk
Deputy Court Clerk I	33635	47891	Municipal Court
Deputy Court Clerk II	38149	54317	Municipal Court
Deputy Fire Chief	83831	119363	Fire
Deputy Police Chief	83831	119363	Police
Development Coordinator	60497	86139	City Manager
Development Engineer	76211	108513	Public Works
Director of Finance	94115	134004	Finance
Director of Human Resources	88051	125370	Human Resources
Director of Information Technology	88051	125370	Information Technology
Director of Parks and Recreation	88051	125370	Parks and Recreation
Director of Planning/Community Development	100511	143113	Planning
Director of Public Works	94115	134004	Public Works
Director of Utilities	94115	134004	Utilities
Emergency Management Coordinator	56016	79759	Fire
Employment Technician	39571	56342	Human Resources
EMS Training Officer	61066	86950	Fire

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Position	Minimum	Maximum	Department(s)
Engineering Assistant	51867	73851	Public Works
Engineering Technician	38149	54317	Public Works
Environmental Services Assistant	48473	69018	Utilities
Environmental Services Coordinator	60497	86139	Utilities
Executive Secretary to City Manager	45303	64504	City Manager
Facility Maintenance Superintendent	70565	100475	City Clerk
Field Services Mechanic II	40818	58120	Public Works
Fire Captain	62845	89483	Fire
Fire Chief	94115	134004	Fire
Fire Driver Engineer	54155	77109	Fire
Fire Inspector	61066	86950	Fire
Fire Marshal	78573	111876	Fire
Fire Protection Engineer	60497	86139	Fire
Fire Training Officer	78898	112340	Fire
Firefighter	47079	67034	Fire
Firefighter Recruit	45225	46129	Fire
Fleet Welder	38149	54317	Public Works
Forensic Investigator	63185	89967	Police
Forensic Technician	51867	73851	Police
GIS Analyst I	48473	69018	Planning
GIS Analyst II	51867	73851	Planning
GIS Services Manager	76211	108513	Planning
GIS Utilities Analyst	48473	69018	Utilities
Golf Course Laborer (Part-time)	14121	20107	Parks and Recreation
Golf Course Maintenance Supervisor	48473	69018	Parks and Recreation
Golf Shop Assistant (Part-time)	14121	20107	Parks and Recreation
Heavy Equipment Operator	38149	54317	Public Works/Utilities/Parks and Recreation
Irrigation Technician	38149	54317	Parks and Recreation
Kennel Attendant	28241	40213	Police
Lab Manager	48473	69018	Utilities
Laboratory Technician	40818	58120	Utilities
Legal Administrative Technician	42339	60285	Legal
Line Maintenance Division Manager	76211	108513	Utilities

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<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Maintenance Worker I	28241	40213	Public Works/Utilities/Parks and Recreation
Maintenance Worker II	33635	47891	Public Works/Utilities/Parks and Recreation
Master Police Officer	51502	73332	Police
Mechanic I	38149	54317	Public Works
Mechanic II	40818	58120	Public Works/Parks and Recreation
Meter Reader	28241	40213	Finance
Meter Service Rep	31731	45179	Finance
Meter Service Supervisor	39571	56342	Finance
Municipal Accountant I	42339	60285	Finance
Municipal Accountant III	65337	93029	Finance
Municipal Court Officer	39571	56342	Municipal Court
Network Manager	76211	108513	Information Technology
Network Support Supervisor	70565	100475	Information Technology
Oil and Gas Inspector	48473	69018	Planning
Park Maintenance Technician	38149	54317	Parks and Recreation
Park Planner I	48473	69018	Parks and Recreation
Park Planner II	65337	93029	Parks and Recreation
Parking Service Officer	28241	40213	Police
Parking Service Officer (Part-time)	14121	20107	Police
Parks and Recreation Superintendent	70565	100475	Parks and Recreation
Parks and Recreation Supervisor	56016	79759	Parks and Recreation
Pavement Maintenance Coordinator	45303	64504	Public Works
Permit Manager	70565	100475	Planning
Permit Services Supervisor	45303	64504	Planning
Permit Technician I	33635	47891	Planning
Permit Technician II	38149	54317	Planning
Pet Adoption Coordinator	28241	40213	Police
Planner II	56016	79759	Planning
Plans Examiner I	56016	79759	Planning
Plans Examiner II	60497	86139	Planning
Plant Mechanic	40818	58120	Utilities
Plant Operations/Maintenance Technician	40818	58120	Utilities
Plant Operator "A"	40818	58120	Utilities

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<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Plant Operator "B"	38149	54317	Utilities
Plant Operator "C"	35652	50766	Utilities
Plant Operator "D"	33635	47891	Utilities
Police Captain	69107	98398	Police
Police Chief	94115	134004	Police
Police Lieutenant	59952	85363	Police
Police Major	80855	115126	Police
Police Officer	47617	67800	Police
Police Records Clerk	29936	42624	Police
Police Records Supervisor	48473	69018	Police
Police Sergeant	51502	73332	Police
Pollution Prevention Specialist	42339	60285	Utilities
Principal Planner	70565	100475	Planning
Printing Services Operator I	28241	40213	Finance
Printing Services Operator II	33635	47891	Finance
Procurement Analyst	45303	64504	Finance
Program Coordinator	39571	56342	Planning
Programmer Analyst	60497	86139	Information Technology
Property Custody Officer	35652	50766	Police
Public Safety Information Officer	45303	64504	Police
Public Works Superintendent	76211	108513	Public Works
Public Works Supervisor	56016	79759	Public Works
Radio Systems Technician	43675	62187	Police
Recreation Center Supervisor	45303	64504	Parks and Recreation
Recreation Leader I (Part-time)	11176	15914	Parks and Recreation
Recreation Technician (Part-time)	14121	20107	Parks and Recreation
Recycling Operator	33635	47891	Utilities
Refuse Container Repair Assistant	31731	45179	Utilities
Registered Vet Technician	29936	42624	Police
Rehabilitation Specialist	51867	73851	Planning
Rehabilitation Technician	34887	49675	Planning
Retail Marketing Coordinator	60497	86139	City Manager
Revenue Collection Supervisor	48473	69018	Finance

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<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Safety Manager	56016	79759	Human Resources
Sanitation Worker I	29936	42624	Utilities
Sanitation Worker II	33635	47891	Utilities
Senior Citizens Center Supervisor	45303	64504	Parks and Recreation
Senior Program Coordinator	45303	64504	Parks and Recreation
Sewer Maintenance Specialist	48473	69018	Utilities
Small Equipment Mechanic	38149	54317	Parks and Recreation
Solid Waste Division Manager	70565	100475	Utilities
Sports Coordinator	39571	56342	Parks and Recreation
Storm Water Compliance Inspector	38149	54317	Public Works
Storm Water Engineer	76211	108513	Public Works
Storm Water Locator/Inspector	40818	58120	Public Works
Storm Water Program Specialist	60497	86139	Public Works
Subdivision Development Coordinator	56016	79759	Public Works
Subdivision Development Manager	76211	108513	Public Works
Systems Administrator	60497	86139	Information Technology
Systems Support Technician	45303	64504	Information Technology
Tire Repair Technician	31731	45179	Public Works
Tradesworker	43675	62187	City Clerk
Traffic Engineer	83831	119363	Public Works
Traffic Sign Fabricator	33635	47891	Public Works
Traffic Signal Technician	38149	54317	Public Works
Traffic Technician	33635	47891	Public Works
Training and Development Manager	56016	79759	Human Resources
Transfer Station Attendant	29936	42624	Utilities
Transportation Engineer	92213	131298	Public Works
Treasury Service Specialist	38149	54317	Finance
Utilities Engineer	83831	119363	Utilities
Utilities Inspector	50006	71200	Utilities
Utilities Supervisor	56016	79759	Utilities
Utility Coordinator	51867	73851	Public Works
Water Lab Intern (Part-time)	13817	19674	Utilities
Water Maintenance Specialist	48473	69018	Utilities

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Position	Minimum	Maximum	Department(s)
Water Plant Specialist	48473	69018	Utilities
Water Reclamation Plant Manager	76211	108513	Utilities
Water Treatment Plant Manager	76211	108513	Utilities